

Annual Report 2015



Reporting on year
01/01/2014 - 31/12/2014



**Sr Mary-Anna Lonergan
Chair, Board of
Muiriosa Foundation**

2014 was a time of flux and transition for the Board of Muiriosa Foundation. John Scanlon, who had been a member of the preliminary Interim Board and a member and director of the post-incorporation phase of Muiriosa Foundation from the outset, resigned in May. John was a stalwart advocate and champion of those who avail of our services. His focus was unremittingly trained on the fundamentals of good support for

individuals with an intellectual disability. He made a major and sustained contribution to the Board over more than a decade and I wish to take this opportunity to pay tribute to his commitment and constancy.

John's resignation from the Board of 2014 was followed some months later by the retirement of our long-standing Company Secretary, Helen Duignan. Like John, Helen had been involved from the outset. Attention to detail and unfailing courtesy were her hallmarks. Given the changes to company law, HSE's enhanced emphasis on compliance with evolving corporate governance standards, and the introduction of the charity regulator, the Board took the decision to engage *Mason Hayes & Curran, Corporate Services Limited* to support the Company Secretary role.

Three new members joined the Board towards the end of the year: Mary Culliton, Kate Quinlan and Reverend Leslie Stevenson. Each of these new Board members brings a wealth of professional and personal experience which I am confident will add greatly to the quality of inquiry and decision-making of the Board.

The CEO's Report summarises the main achievements and challenges of 2014. As you will read, the introduction of HIQA to the sector constitutes a watershed moment. All departments and functions extended themselves in preparing for the HIQA inspections. Most of the preparation lay in formalising systems and in enhancing documentation and communication systems. While significant areas need further investment and enhancement, we draw assurance from the HIQA inspections completed to date that our systems, culture, and quality of support is of a high standard. On behalf of the Board I would like to convey our recognition and appreciation of the constant vigilance and hard work of all levels of management, frontline and support staff in delivering these outcomes.

Signed:

Sr Mary-Anna Lonergan
Chair, Muiriosa Foundation Board

HIQA

The role of Health Information and Quality Authority (HIQA) *vis-à-vis* residential services in the disability sector formally commenced in November 2013. 2014 was its first full-year of operation. HIQA are required to complete a formal registration process with each *designated centre* every three years. The formal registration process consists of a rigorous inspection covering 18 different outcomes. The outcomes reflect the 34 regulations set out in the Health Act 2007 (Care and Support of Persons in Designated Centres for Persons (Children and Adults) with Disabilities) Regulations 2013 (Statutory Instrument 367 of 2013) and the 19 standards published by HIQA in the document *National Quality Standards: Residential Services for People with Disabilities*.



Brendan Broderick
CEO

The particular designated centre being inspected is inspected on each of the 18 outcomes. Performance on each outcome is rated as *compliant*, *minor non-compliance* (this category was subsequently changed to *substantive compliance*), *moderate non-compliance*, and *major non-compliance*. Where a designated centre is deemed to be *non-compliant* in respect of a particular outcome, HIQA identify an action plan for remedying these shortcomings.

27 different Muiriosa centres underwent a full 18-outcome inspection in 2014, yielding 486 outcome measures in total. Muiriosa were deemed to be:

<i>Compliant:</i>	on 81.66% of outcomes
<i>Minor non-compliant:</i>	on 8.23% of outcomes
<i>Moderate non-compliant:</i>	on 9.26% of outcomes
<i>Major non-compliant:</i>	on 0.82%

Six designated centres were deemed compliant in respect of each of the 18 outcomes. A further two designated centres each registered 17 compliance and one minor non-compliance (interestingly these latter two centres would be starkly profiled as “*non-compliant* with HIQA standards” in the national media approach to representing performance against HIQA standards).

We are profiling in this report the percentages of outcomes registering within the different categories of compliance in the belief that this profiles performance fairly, proportionately, and in an appropriately nuanced manner.

Sometimes a designated centre refers to a single setting. More typically a number of similar settings, as in a number of community group homes, are grouped together as a designated centre. While Muiriosa has forwarded 49 designated centres for registration to HIQA, these 49 designated centres actually relate to 77 separate residences.

Muiriosa strongly welcomes the introduction of HIQA to the sector. In particular we note and are heartened by its zero tolerance of arrangements that are not tolerable, and which should never have been tolerated. The comprehensive 18-outcome inspection immediately surfaces all of the legacy issues which have compacted over years, the kind of arrangements which everybody knew to be inappropriate and unacceptable. The interests of the service user are very strongly promoted by HIQA in its steadfast refusal to buy into compromises underpinned by rationales such as *Isn't this the best that could be done, given the available resources?* This has introduced a powerful and positive dynamic. HIQA's introduction to the sector has also introduced a very necessary spotlight on the denial and restriction of the rights of services users – indeed, one of its most helpful contributions may prove to be its impact on raising consciousness about what constitutes a denial or restriction of rights.

We believe that the introduction of HIQA and its uncompromising approach to regulation will assist Muiriosa to complete the programme of work sustained over the past ten years to support people move from old-style institutional settings to smaller, more personalised, community-based options (see section on *Exiting from institutional accommodation*).

Physical infrastructure

On the funding and finance front, 2014 heralded that the most extreme ravages of the austerity era were abating. A major casualty since 2008 has been the absence of any

capital or minor capital monies – the combined focus of our funders and ourselves was on maintaining as much as what had been in place prior to 2008 notwithstanding approximately 20% reduction in funding. Reviewing the age of our fleet sharply underlines this point. As of September 1st 2014, our transport fleet consisted of **171** vehicles. Only **14** of these (8%) had a registration date within the past five years. **82** (56%) of them had a registration date between 2005 and 2009. **59** (35%) had a registration date between 2000 and 2004. **16** (9%) had a registration date between 1995 and 1999.

Operating in a dispersed rural region with a limited public transport infrastructure places a very large reliance on one's own transport fleet. Moreover, given the age profile of our population, we find that many of our service users have experienced significantly diminished mobility within the past 10 years and now require different kinds of vehicles than typically acquired. We are currently at a point where accelerating maintenance costs are beginning to bite hard.

A similar situation applies on the property maintenance front. Deferred high priority maintenance work on our property stock exceeds €600,000 in value. Further deferring this necessary work will prove to be hugely costly on the “stitch in time” principle.

The continuing non-availability of capital funding is a significant and escalating risk factor in the context of sustaining service levels.

Exit from institutional accommodation

The highlight of our 2014 Annual Report was the transfer of 29 individuals from our traditional campuses at *Moore Abbey*, *Monasterevin* and *South Hill*, Delvin to ordinary homes in local communities. A further 8 individuals made this transfer over the past twelve months. 7 of these individuals had been residing on the *South Hill* campus, Delvin and 1 (one) in Moore Abbey. This brings to 87 people the number who have been transferred from institutional or “congregate care” settings since 2008. The majority of this group of 87 are currently living in community group homes of 3 or 4

residents. Significantly, however, 8 of the 87 have transferred into entirely individualised arrangements. This group of 87 transfers has been managed by reconfiguring core funding, i.e. no additional funding was secured to support these more personalised arrangements.

We are now at the point of setting as a realistic target the closure of the *South Hill* campus as a residential setting. However, whereas the transfers effected since 2008 proved manageable within our current resources, we have now run out of road in terms of our capacity to creatively reconfigure the budget associated with the 10 remaining people in *South Hill*. An additional staff allocation will be necessary to make this final move. Given HSE's public commitment to implement the recommendations of its *Time to move on from Congregated Settings* (2012-2019) report, we are hopeful of securing the necessary funding, particularly bearing in mind our track-record to date of cost-effectively delivering on this key strategic objective of HSE.

Policy development 2014

There was very significant activity in 2014 on the policy-review front. Perhaps the most noteworthy policy overhaul was that on challenging behaviour – we have now moved to the descriptor *behaviours of concern* as the term “challenging behaviour” suggested that it was the individual who was problematic whereas it is now widely recognised the emergence of such behaviour typically expresses a poor fit between the needs and aspirations of the individual and the environment. Our policy reformulation seeks to honour Michael Kendrick's precept *the solution to so-called challenging behaviour is to avoid provocation and pay meticulous attention to the individual*. Also central to this policy guidance are the insights provided by Dr David Pitonyak in relation to the genesis of behaviours of concern / “challenging behaviour.” “Behaviours of concern tell us about the quality of a person's life and may be an indication of unmet means for: meaningful relationships; a sense of safety and well-being; control over one's life; things to look forward to; a sense of value and self-worth; relevant skills and knowledge; and supporters who are themselves supported.” The resulting policy guidance *Listening and Responding to Individuals who Demonstrate Behaviours of Concern* can be accessed on our website. We are

confident that it will guide us towards a deeper appreciation of the impact of inadequate social and physical environments and how more traditional ways of supporting people with intellectual disabilities may have casually and incidentally disregarded – failed to recognise? – the human and civic rights of the individual with an intellectual disability.

There was also a major focus during the year on recasting the architecture of our risk-management systems. The impetus behind this initiative was to ensure that our risk-detection and risk-management systems were aligned with HIQA’s requirements. The current version of the policy guidance underwent many iterations during the year. The document, *Risk Management Policy: Overarching Framework* (31 pages in all) can be also be accessed via our website.

Finances

On page 15 of this report you will find an A4 summary of how we fared financially in 2014. We entered the year with a cumulative reserve deficit (a debt over-hang) of **€337,782**. Our activities during 2004 resulted in a trading loss of **€410,487**. Thus, on entering 2015, our cumulative reserve deficit has grown to **€748,269**.

The summary on page 15 notes that the values presented are *without the effects of FRS17*. FRS17 is an accounting standard which applies to actuarial estimates of how much the intended benefits of a pension scheme are worth and how much they will cost. The estimated figures are based on market values and, as a consequence, tend to be quite volatile. The application of this financial reporting standard is very assumption-based. The impact of these assumptions is evident in the detail of the 39-page audited financial statements for 2014 which forms part of this annual report (and which can be accessed separately on the website). The financial summary headlined on page 15 deals with *actual* income and *actual* expenditure in 2014.

Signed: *Brendan Broderick*
 CEO
 Muiriosa Foundation

HIQA Inspection Process

	01: Residents' Rights, Dignity and Consultation	02: Communication	03: Family and personal relationships with the community	04: Admissions and Contact for the provision of Services	05: Social Care Needs	06: Safe and suitable premises	07: Health and safety and risk management	08: Safeguarding and safety	09: Medication of residents	10: General Welfare and Development	11: Healthcare Needs	12: Medication Management	13: Statement of Purpose	14: Governance and Management	15: Absence of the person in charge	16: Use of Resources	17: Workforce	18: Records and Documentation
	Individualised Support and Care	Individualised Support and Care	Individualised Support and Care	Effective Services	Effective Services	Effective Services	Safe Services	Safe Services	Health and Development	Health and Development	Health and Development	Leadership, Governance and Management	Leadership, Governance and Management	Leadership, Governance and Management	Use of Resources	Responsive Workforce	Use of Information	
1	Minor	Moderate	Moderate	Compliant	Compliant	Moderate	Compliant	Compliant	Compliant	Compliant	Moderate	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
2	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
3	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
4	Minor	Compliant	Compliant	Compliant	Compliant	Moderate	Compliant	Compliant	Compliant	Compliant	Moderate	Compliant	Compliant	Compliant	Compliant	Compliant	Minor	Compliant
5	Compliant	Compliant	Compliant	Compliant	Compliant	Minor	Compliant	Compliant	Compliant	Compliant	Minor	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
6	Minor	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Moderate
7	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
8	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
9	Moderate	Compliant	Moderate	Compliant	Moderate	Moderate	Compliant	Compliant	Compliant	Moderate	Compliant	Compliant	Compliant	Moderate	Moderate	Major	Compliant	
10	Compliant	Compliant	Compliant	Compliant	Moderate	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
11	Moderate	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Moderate	Compliant	Compliant
12	Minor	Compliant	Compliant	Compliant	Moderate	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Minor	Compliant
13	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
14	Minor	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Minor	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
15	Compliant	Compliant	Moderate	Compliant	Moderate	Compliant	Compliant	Compliant	Compliant	Moderate	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
16	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
17	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
18	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
19	Minor	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Moderate	Moderate	Compliant	Compliant	Moderate	Compliant	Compliant	Compliant	Compliant
20	Moderate	Compliant	Compliant	Compliant	Moderate	Compliant	Compliant	Compliant	Compliant	Compliant	Moderate	Compliant	Compliant	Moderate	Compliant	Compliant	Compliant	Compliant
21	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
22	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
23	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Moderate	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
24	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
25	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant
26	Major	Compliant	Moderate	Compliant	Moderate	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Moderate	Compliant	Compliant	Compliant	Compliant
27	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant	Compliant

	REGIONS			TOTAL
SERVICES	WEST-MEATH/MEATH	LAOIS/OFFALY	SOUTH KILDARE	
RESIDENTIAL				
Campus-based	10	N/A	30	40
Community-based	81	76	63	220
DAY SERVICES				
Adults	101	150	119	370
RESPIRE				
Centre-based	Overnights 849	Overnights 1684	Overnights 887	Overnights 3,420
Share-A-Break — Family-based respite	Overnights 6,510	Overnights 3,863	Overnights 1,235	Overnights 11,608
MULTI-DISCIPLINARY SUPPORTS	31.46 WTE multidisciplinary staff supporting over 500 children as members of HSE teams, all adults in Muiriosa settings, in addition to adults associated with other service providers.			
PRE-SCHOOL				
Children	9	22	N/A	31

Breakdown of community residences across the organisation

◆ Number of houses in which five persons reside:	14
◆ Number of houses in which four persons reside:	18
◆ Number of houses in which three persons reside:	10
◆ Number of houses in which two persons reside:	15
◆ Number of houses in which a single person resides:	17
Total number of community residences:	74

N.B. These numbers do not capture those supported by the Person-Centred Wing.

Breakdown of residential campus settings

Name of Service setting	Numbers
◆ Moore Abbey	
St Brigids Unit, campus-based residential	0
St Josephs Unit, campus-based residential	14
Chalets, campus-based residential	8
Woodside, campus-based residential	8
TOTAL	30
◆ St Mary's, South Hill, Delvin	
St Mary's Campus	10
TOTAL	40

RESIDENTIAL CAMPUS SETTINGS	Numbers
OVERALL COMBINED TOTALS	40

Adult Day Centres

Laois / Offaly

Name of Service	WTE	Headcount
Acorn Outreach	3.59	4.00
Coinneal House	6.79	7.00
Dove House	35.57	40.00
Guirteen	1.00	1.00
Kilbride Street	9.82	10.00
Oak House	22.43	25.00
Rowanberry	29.98	32.00
Tanyard	18.79	21.00
Teach Mhuire	8.00	10.00
Total	135.97	150.00

South Kildare

Name of Service	WTE	Headcount
Monasterevin Resource Centre	10.20	11.00
Teach Aontas	9.70	11.00
Ballagh	1.00	1.00
Emilian House	4.60	5.00
Woodside Day Service	4.00	4.00
Centre-based Employment	13.68	18.00
The Haven & The Primrose	11.87	25.00
Outreach services	35.00	35.00
Supported / Open Employment	2.00	2.00
Individualised Support Services	7.00	7.00
Total	99.05	119.00

Longford / Westmeath / Longford

Name of Service	WTE	Headcount
St Mary's Day Service	15.00	15.00
Lisadell / Cill Cuan	54.00	54.00
South Hill Enterprise	11.00	11.00
Aster	3.00	3.00
Saoirse	15.00	15.00
Collinstown	3.00	3.00
Total	101.00	101.00

ADULT DAY SERVICES	WTE	Headcount
COMBINED OVERALL TOTAL	336.02	370.00

Pre-schools**Laois / Offaly**

Name of Service	WTE	Headcount
Marian, High Street	2.30	3.00
Marian, Arden Vale	6.15	8.00
Kolbe Pre-School	4.15	11.00
Total	12.60	22.00

Longford / Westmeath / Meath

Name of Service	WTE	Headcount
Lir	9.00	9.00
Total	9.00	9.00

PRE-SCHOOLS	WTE	Headcount
OVERALL COMBINED TOTALS	21.60	31.00

Respite Services as at 31/12/2014

CENTRE-BASED

Laois / Offaly

Name of Service Setting	No of overnights "nights"	
	Adults	Children
Laois Respite Service	518	409
Offaly Respite Service	566	433
	1084	842
Total	1684	

South Kildare

Name of Service Setting	No of overnights "nights"
	Adults
Moore Abbey campus	727
Family support house	160
Total	887

Longford / Westmeath / Meath

Name of Service Setting	No of overnights "nights"	
	Adults	Children
College View, Mullingar	476	373
Total	849	

CENTRE-BASED OVERALL COMBINED TOTALS	No of overnights "nights"
	3420

SHARE-A-BREAK (Host family-based respite)

Detail	Laois / Offaly	South Kildare	Longford / Westmeath / Meath
Number of host families	67	44	111
Number of service users	82	42	141
Number of days/ overnights provided	3,863	1,235	6,510

Ann Finlay enjoying a meal out — so much to choose from on the menu!



Daphne O'Callaghan lending a helping hand to raise funds for Cara Rescue Dogs

AS AT 31/12/2014

Overall organisation

Headcount – 807, (609.44 Whole Time Equivalents)

South Kildare

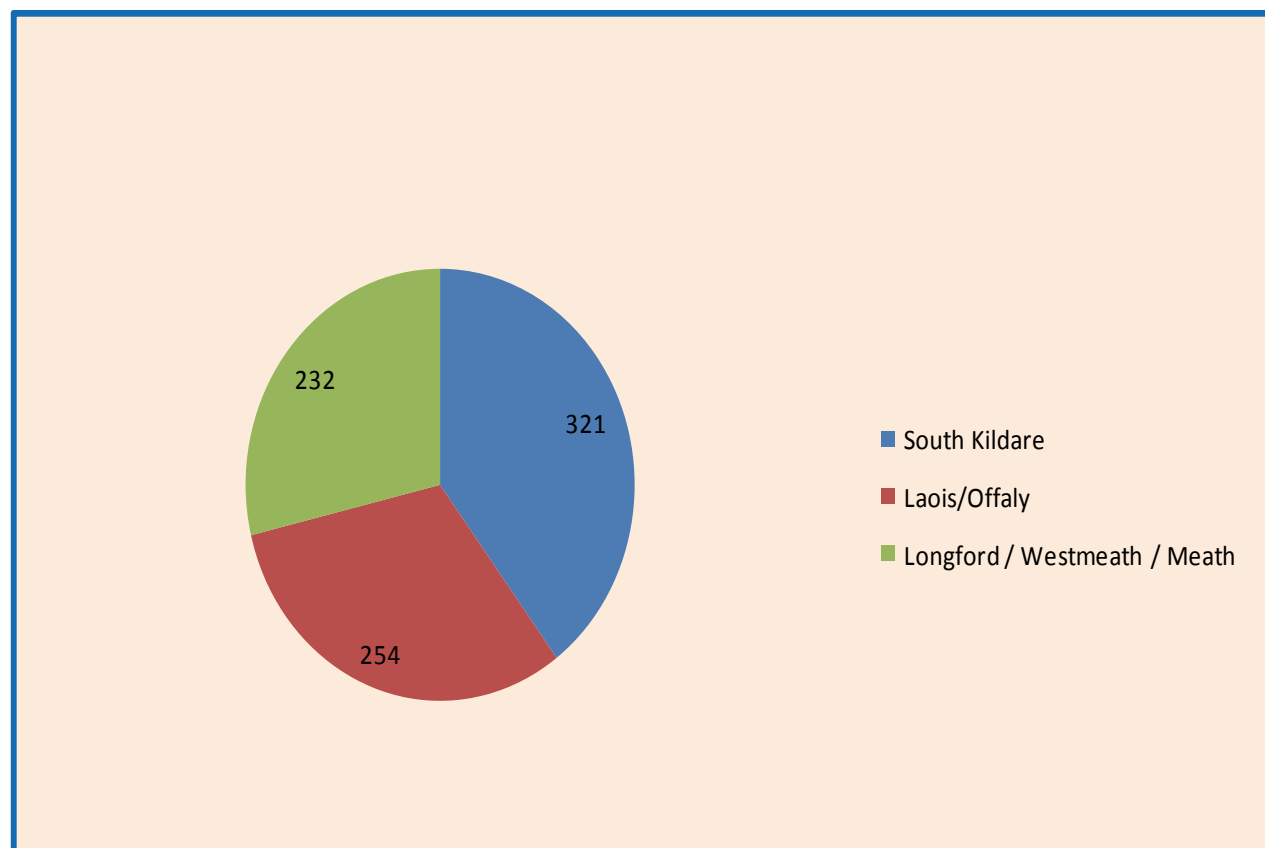
Headcount – 321, (249.90 Whole Time Equivalents)

Laois / Offaly

Headcount – 254, (184.37 Whole Time Equivalents)

Longford / Westmeath / Meath

Headcount – 232, (175.17 Whole Time Equivalents)



SISTERS OF CHARITY OF JESUS & MARY COMBINED SERVICES

For the year ended 31st December 2014

Revenue Account Without the effects of *FRS 17

	€
Pay Expenditure	38,651,449
Non Pay Expenditure	<u>6,827,862</u>
Gross Expenditure	45,479,111
Income	<u>3,878,129</u>
Net Expenditure	41,601,182
Approved Allocation	41,190,695
	<hr/>
Surplus (deficit)	(410,487)

N.B. A figure within brackets represents a deficit.

Narrative Summary

The organisation commenced 2014 with a cumulative reserve deficit of €337,782. The deficit attributable to 2014 “trading” was €410,487. Thus the cumulative reserve deficit for the year beginning 01/01/2015 is €748,269.

* The reference to FRS 17 (i.e. Financial Reporting Standard 17 which relates to profiling pension fund assets and liabilities) relates to a defined benefit scheme with 45 members. The figures quoted above do not include the pensions-related

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF MUIRIOSIA FOUNDATION

We have audited the financial statements of Muiriosa Foundation for the year ended 31st December 2014 which comprise the Revenue Income & Expenditure Account, Capital Income & Expenditure Account, Balance Sheet, Cashflow Statement and the related notes. The financial reporting framework that has been applied in their preparation is Irish law and generally accepted accounting practice in Ireland including the accounting standards issued by the Financial Reporting Council and promulgated by Chartered Accountants Ireland (Generally Accepted Accounting Practice in Ireland) as modified by the specific accounting requirements of the Minister of Health.

This report is made solely to the company's members, as a body, in accordance with Section 193 of the Companies Act, 1990. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditor

As explained more fully in the Directors' Responsibilities Statement set out on page 4, the directors are responsible for the preparation of the financial statements giving a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion, the financial statements give a true and fair view, in accordance with Modified Generally Accepted Accounting Practice in Ireland, of the state of the company's affairs as at 31st December 2014 and of its surplus and cash flows for the year then ended and have been properly prepared in accordance with the requirements of the Companies Acts, 1963 to 2013.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
MUIRÍOSA FOUNDATION**

Matters on which we are required to report by the Companies Acts 1963 to 2013

We have obtained all the information and explanations which we consider necessary for the purposes of our audit. In our opinion, proper books of account have been kept by the company. The financial statements are in agreement with the books of account. In our opinion the information given in the directors' report is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the provisions in the Companies Act 1963 to 2013 which require us to report to you if, in our opinion the disclosures of directors' remuneration and transactions specified by law are not made.

O'Connell Court,
64 O'Connell Street,
Waterford.

John Foley FCA
For and on behalf of
MK Brazil
Chartered Accountants
& Registered Auditor

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Laois / Offaly

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Access	0	0	0	0	0	0	0	0	0	0	0	0	0
Dignity & Respect	0	0	0	0	0	0	0	0	0	2	0	0	2
Safe & Effective Environment	1	0	0	1	0	1	1	0	0	1	0	0	5
Communication & Information	0	0	0	0	0	0	0	0	0	0	0	0	0
Participation	0	0	0	0	0	0	0	0	0	0	0	0	0
Privacy	0	0	0	0	0	0	0	0	0	0	0	0	0
Improving Health	0	0	0	0	0	0	0	0	0	0	0	0	0
Accountability	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	1	0	0	0	0	0	2	0	0	3
Clinical Judgement	0	0	0	0	0	0	0	0	0	0	0	0	0
Vexatious Complaints	0	0	0	0	0	0	0	0	0	0	0	0	0
Nursing Homes/ residential care for older person (69 and over)	0	0	0	0	0	0	0	0	0	0	0	0	0
Nursing Homes/ residential care for older person (64 and under)	0	0	0	0	0	0	0	0	0	0	0	0	0
Pre-school inspection services	0	0	0	0	0	0	0	0	0	0	0	0	0
Trust in Care	0	0	0	0	0	0	0	0	0	0	0	0	0
Children First	0	0	0	0	0	0	0	0	0	0	0	0	0

Westmeath / Meath

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Access	0	1	0	0	0	0	0	0	0	0	0	2	3
Dignity & Respect	0	0	1	0	0	0	0	0	0	1	1	0	3
Safe & Effective Environment	0	2	1	2	4	2	0	3	3	0	0	1	18
Communication & Information	0	0	0	0	0	0	0	0	0	0	0	0	0
Participation	0	0	0	0	0	0	0	0	0	0	0	0	0
Privacy	0	0	1	0	0	0	0	0	0	0	0	0	1
Improving Health	0	0	0	0	0	0	0	0	0	0	0	0	0
Accountability	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	2	1	1	0	0	0	0	0	0	0	0	4
Clinical Judgement	0	0	0	0	0	0	0	0	0	0	0	0	0
Vexatious Complaints	0	0	0	0	0	0	0	0	0	0	0	0	0
Nursing Homes/ residential care for older person (69 and over)	0	0	0	0	0	0	0	0	0	0	0	0	0
Nursing Homes/ residential care for older person (64 and under)	0	0	0	0	0	0	0	0	0	0	0	0	0
Pre-school inspection services	1	0	0	0	0	0	0	0	0	0	0	0	1
Trust in Care	0	0	0	0	0	0	0	0	0	0	0	0	0
Children First	0	0	0	0	0	0	0	0	0	0	0	0	0

South Kildare

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Access	0	0	0	0	0	0	1	0	0	0	0	1	2
Dignity & Respect	1	0	0	1	0	0	0	0	0	1	0	0	3
Safe & Effective Environment	0	0	1	1	0	0	0	0	0	0	0	0	2
Communication & Information	0	0	1	0	0	0	0	1	0	0	0	0	2
Participation	0	0	0	0	0	0	0	0	0	0	0	0	0
Privacy	0	0	1	0	0	0	0	0	0	0	0	0	1
Improving Health	0	0	0	0	1	0	0	0	0	0	0	0	1
Accountability	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	1	1	0	1	1	0	0	0	1	0	0	5
Clinical Judgement	0	0	0	0	0	0	0	0	0	0	0	0	0
Vexatious Complaints	0	0	0	0	0	0	0	0	0	0	0	0	0
Nursing Homes/ residential care for older person (69 and over)	0	0	0	0	0	0	0	0	0	0	0	0	0
Nursing Homes/ residential care for older person (64 and under)	0	0	0	0	0	0	0	0	0	0	0	0	0
Pre-school inspection services	0	0	0	0	0	0	0	0	0	0	0	0	0
Trust in Care	0	0	0	0	0	0	0	0	0	0	0	0	0
Children First	0	0	0	0	0	0	0	0	0	0	0	0	0

Attendance at Board Meetings 2014

Name	30/01/14	20/03/14	22/05/14	11/09/14	20/11/14
Sr. Mary Anna Lonergan	Present	Present	Present	Present	Present
John Coleman	<i>Apologies</i>	Present	<i>Apologies</i>	<i>Apologies</i>	<i>Apologies</i>
Catriona Corcoran	Present	Present	Present	Present	Present
Beatrice Dardis	Present	Present	<i>Apologies</i>	<i>Apologies</i>	Present
Deirdre Flinn	Present	Present	Present	Present	<i>Apologies</i>
Peter O'Reilly	Present	Present	Present	<i>Apologies</i>	Present
John Scanlon	Present	Present	<u>Resigned</u>		
Ita Smyth	Present	Present	Present	Present	Present
Mary Culliton (new) joined in September 2014	—	—	—	Present	Present
Kate Quinlan (new) joined in November 2014	—	—	—	—	Present
Rev. Leslie Stevenson (new) joined in November 2014	—	—	—	—	Present

Top 20 highest salaries

Job Title	Salary	Job Title	Salary
CEO	115K - 120K	Director of Nursing	70K - 75K
Principal Clinical Psychologist	90K - 95 K	Area Director	65K - 70K
Senior Clinical Psychologist	85K - 90K	Area Director	65K - 70K
Senior Clinical Psychologist	80K - 85K	Area Director	65K - 70K
Regional Director Laois / Offaly	70K - 75K	Area Director	65K - 70K
Corporate Compliance Manager	70K - 75K	Area Director	60K - 65K
Human Resources Director	70K - 75K	Area Director	60K - 65K
Director of Finance	70K - 75K	Nurse Tutor	60K - 65K
Regional Director Westmeath/ Meath	70K - 75K	Area Director	60K - 65K
Head of Social Work	70K - 75K	Clinical Nurse Manager (Grade 3)	60K - 65K

Vision Statement

Each citizen with an intellectual disability leading a meaningful and fulfilling life

deeply embedded

within and positively valued by their community,

confident of

their central involvement in determining their critical life choices and support arrangements,

and assured by

the active presence in their lives of a strong personal network of family, friends, supporters and advocates.

Service Mission

Sisters of Charity of Jesus & Mary/Muiriosa Foundation facilitate citizens with an intellectual disability and their families to make choices that promote their best interests, choices that optimally capture the balance of empowerment and necessary safeguard through:

- ◆ Listening carefully and deeply to citizens with intellectual disability and their families;
- ◆ Working in partnership with citizens with intellectual disability, their families, statutory agencies, and community groups;
- ◆ A combination of direct and mediated support.

28th April 2008

